

2

CITY OF CHULA VISTA PROPOSAL TO LAFF
REGARDING "ACTING DOWN"

PROPOSAL #____
DATE: January 29, 2013

PROPOSALS:

The City submits the instant proposal.

CURRENT LANGUAGE:

The Side Letter of Agreement dated June 16, 2009 provides for "acting down" in paragraph 3.

CONCERN:

The City must be prudent and fiscally responsible. When an employee "acts down" they are receiving their current pay for working in a lower position. It is not prudent nor fiscally responsible to do so.

PROPOSAL:

The practice of "acting down" and provisions set forth in paragraph 3 of the June 16, 2009 Side Letter of Agreement regarding "working down" are eliminated. However, fire personnel consisting of Engineers and above may act down and work in a firefighter paramedic assignment.

RESULTS:

The City is prudent and fiscally prudent by eliminating the practice of "acting down."